

Civil Rights Compliance Review Employee Questionnaire

1. Civil Rights Policy and Oversight

The following questions are used to determine how satisfied you are with management's Civil Right and Equal Employment Opportunity policy and oversight. Indicate your degree of agreement or disagreement by checking the appropriate box.

This survey will take 8 to 10 minutes to complete. All your responses are CONFIDENTIAL.

1. Select the extent of your agreement/disagreement with the following statement:

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Management officials demonstrate OVERALL support for Civil Rights Program	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

2. Select the extent of your agreement/disagreement with management's support for Civil Rights in the following areas:

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Program Development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Outreach Activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

3. Select the extent of your agreement/disagreement with the following statement. My immediate supervisor treats subordinate employees:

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Fairly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Equally	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
With dignity and respect	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

4. Select the extent of your agreement/disagreement with the following statement. Management's decisions on the following are based on merit:

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Assignments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Projects	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Details	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Promotions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

2. Observations About Civil Rights Programs

5. How often are the following topics discussed at staff/work unit meetings:

	Always	Frequently	Regularly	Occasionally	Never
Civil Rights	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Equal Employment Opportunity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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6. Have you seen the following posters, notices, or statements at your worksite?

	Yes	No	Don't Know
Secretary of Agriculture Civil Rights Policy Statement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
NRCS Civil Rights Policy Statement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
"And Justice For All" Poster	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
USDA "Prevention of Sexual Harassment" Poster	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
NRCS Anti-Harassment Policy Statement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
NRCS EEO Counseling and Mediation Poster	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

7. How familiar are you with the following:

	Totally Familiar	Familiar	Neither familiar nor unfamiliar	Unfamiliar	Totally Unfamiliar
Management Directive - 715 (formerly Affirmative Employment Plan)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Special Emphasis Programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

8. How often does Management promote or encourage the following:

	Always	Frequently	Regularly	Occasionally	Never
Special Emphasis Program Observances	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Special Emphasis Program Participation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

3. Equal Employment Opportunity Counseling, Mediation, and Complaints

9. Please select your response to the following statements:

	Yes	No	Don't Know
I have open communication with my supervisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If my supervisor was not treating me in a fair manner, I would discuss the issue(s) with him/her	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have experienced discrimination in the workplace in the last three years	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have experienced harassment in the workplace in the last three years	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If I was discriminated against, I would file an EEO complaint	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fear of "reprisal" would be a factor in my decision	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would consider using Alternative Dispute Resolution to address a workplace discrimination allegation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

10. Please select your response to the following statements:

	Yes	No
I know the difference between a Program Delivery complaint (Title VI) and an Equal Employment Opportunity complaint (Title VII)	<input type="radio"/>	<input type="radio"/>
I know how to file an EEO complaint	<input type="radio"/>	<input type="radio"/>
I know how to contact an EEO Counselor	<input type="radio"/>	<input type="radio"/>
I am aware of the Alternative Dispute Resolution process	<input type="radio"/>	<input type="radio"/>

4. Background Information

The information in this section is OPTIONAL and CAN NOT be used to identify you. The information will be used for statistical analysis only. Again, all your responses are CONFIDENTIAL.

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11. I am:

☐ Female

☐ Male

12. I am:

☐ American Indian/Alaska Native

☐ Native Hawaiian or other Pacific Islander

☐ Asian

☐ White

☐ Black

☐ Two or more

☐ Hispanic

13. My age is:

14. My pay schedule is:

☐ GS

☐ WG/WL/WS/WB

☐ GM

☐ SES

15. My pay grade is:

16. I am a:

☐ Manager/Supervisor

☐ Non-Supervisor

17. I declare a disability:

☐ No

☐ Yes

18. Please make any additional comments: